



United States Navy Officer Skills Capture

On Feb. 14, 2005, a select group of approximately 6,000 Naval Officers kicked-off the first phase of the highly visible Officer Skills Capture (OSC) project which looks to define the knowledge, skills and abilities of more than 45,000 officers in the U.S. Navy. The effort is the third in a series of like initiatives, to include the Enlisted and Civilian Job Analysis projects.

Through the collaboration of several organizations, including Navy Manpower Analysis Center (NAVMAC), Naval Education and Training Command (NETC), Naval Personnel Development Command (NPDC), Task Force Warrior, and the Human Performance Center (HPC), the information will be reviewed with the goal of employing the data in 5-Vector Models for each NOBC to help individual officers succeed.

OSC is part of the Navy's **SEA WARRIOR** initiative that will implement our Navy's commitment to the growth and development of our people. Like **SEA WARRIOR**, Officer Skills Capture is an initiative project that seeks to improve the Manpower, Personnel, Training, and Education (MPT&E) process that involves the six essential factors of human capital: people, work processes, managerial structure, growth & development, promotion and selection incentives.

How It All Works:

- The process is divided into three phases. In the survey development phase, nearly 15% of the officer ranks – known as the Strategic Task Analysis Representatives (STARS) – will be interviewed in an attempt to develop a comprehensive, skills-based survey package. That survey will then be released to the Navy's remaining officers this summer during the second phase. After all participants have completed the survey, results will then be analyzed in the post-survey phase.
- The STARS will be asked to answer a series of questions based upon their rank, geographic area, NOBC and other criteria that has the ability to affect one's knowledge skills and abilities (KSA's). With the knowledge captured from the initial STARS, a survey will be developed and available online, or on a CD to be distributed to officers at sea.
- Once the information is collected from the entire fleet, its use is two-fold. First, the Skills Capture team will be able to better understand the roles and responsibilities of officers in the fleet. Secondly, it provides an opportunity to understand how to best prepare Naval Officers for the job that they are performing now, so that their performance, can be far more efficient and effective.

What's Being Said ...

"We must do all we can to increase the speed and agility of our great institution to get the right people with the right skills to the right place at the right time, and provide them with the professional and personal tools to succeed - - A comprehensive Human Capital Strategy will do that and is a crucial deliverable for our Navy."

- Admiral Vern Clark
Chief of Naval Operations

"The truth is, we've been hampered by a Cold War, industrial age manning construct that simply will not suffice in the information and technologically rich world we live today, or against the diverse and transnational threats that we now face."

- VADM Gerry Hoewing
Chief of Naval Personnel





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The results captured from the OSC Survey will include: basic job information, identification of critical job components, identification of gaps in the workforce and allow for reduction of job redundancies. OSC will allow the Navy to better assign work to various communities based on these characteristics and the community's capacity to fill these requirements. As such, it becomes a catalyst for transforming how we grow our workforce including career development, recruitment, training, advancement and distribution of the workforce to meet the needs of today and tomorrow.

How YOU Can Be Proactive:

- Read NAVADMIN 081-05
- Look for advertisements from NAVMAC in the near future
- Visit HPC on the web: <http://www.hpc.navy.mil>, NAVMAC on the web: <http://www.npc.navy.mil/AboutUs/navmac>, NPDC on the web: <https://www.npdc.navy.mil>, or Navy Knowledge Online: <http://www.nko.navy.mil> for more information on OSC
- Once distributed complete the survey that will help shape the future of all officers in the fleet (approx. 1 hour)

The **SEA WARRIOR** program implements our Navy's commitment to the growth and development of our people. It will serve as the foundation of warfighting effectiveness by ensuring the right skills are in the right place at the right time. Led by the Chief of Naval Personnel and Commander, Naval Education and Training Command, **SEA WARRIOR** will develop naval professionals who are highly skilled, powerfully motivated, and optimally employed for mission success.

What's Being Said ...

"The Officer Skills Capture will become a catalyst for transforming how we grow our workforce, including career development, recruitment, training, advancement and distribution of that workforce to meet the Navy's needs of today and tomorrow."

- CAPT Robert Firehammer
Council of Captains
Officer Skills Capture Project

"This is the essence of Sea Warrior. If someone were to sum up Sea Warrior in one sentence, it would be, 'What are we doing, and how can we do it better?' This is the 'What are we doing?' part of it. The Officer Skills Capture project is big, it's important, and it will make a difference in today's Navy."

- LCDR Johnny Bowen
Project Manager
Officer Skills Capture Project

